DOCUMENT RESUME

ED 198 455 CG 014 990

AUTHOR Geoglio, Gerald R.
TITLE Older Paraprofessionals and Families in Distress: The Needy Old in Service to the Needy Young.
INSTITUTION New Jersey State Div. of Youth and Family Services, Trenton. Bureau of Research, Planning, and Program Development.
PUB DATE 23 Nov 80
NOTE 21p.: Paper presented at the Annual Scientific Meeting of the Gerontological Society (33rd, San Diego, CA, November 21-25, 1980). Sponsored by the John and Florence Schumann Foundation.

EDRS PRICE MF01/PC01 Plus Postage.
DESCRIPTORS *Child Abuse: Child Neglect: *Delivery Systems: *Family Counseling: Family Problems: Foster Family: Grandparents: *Older Adults: *Paraprofessional Personnel: Program Evaluation: Social Agencies: *Social Services
IDENTIFIERS Foster Grandparent Program: *New Jersey

ABSTRACT

As caseloads and reports of child abuse and neglect increase, social service agencies have developed new and varied approaches to effectively serve troubled families. Increasingly, the volunteer and the paid paraprofessional are being used to maintain needed services and to stretch limited dollars. The New Jersey Division of Youth and Family Services (DYFS) utilized 33 participants of Federal Older Worker Employment Programs as paraprofessional aides to caseworkers. These DYFS foster grandparents provided in-home services to families suspected of abusing or neglecting their children. During the 15-month demonstration period 97 families were served. Pre- and post-test interviews and assessments of the older workers measured the effect of the foster grandparent's presence on the families. Findings revealed that significant changes in the abuse and neglect situations took place as well as measured changes in the older workers' morale and job satisfaction. (Author)

****
* Reproductions supplied by EDRS are the best that can be made *
* from the original document. *
****

ED198455

OLDER PARAPROFESSIONALS AND FAMILIES IN DISTRESS: THE NEEDY OLD IN SERVICE TO THE NEEDY YOUNG

Gerald R. Gioglio, MA

New Jersey Division of Youth
and Family Services

Presented at the 33 Annual Scientific Meeting of the Gerontological Society, San Diego, California, November 23, 1980.

The data used in this paper were collected under a grant from the Florence and John Schumann Foundation, awarded to the New Jersey Division of Youth and Family Services (DYFS). Copies of the final report, titled: The New Jersey Division of Youth and Family Services' Foster Grandparent Program: Older Paraprofessionals in Child Welfare Services can be obtained from DYFS, Bureau of Research, 1 South Montgomery Street, Trenton, NJ 08625. The views expressed herein are the author's and do not necessarily reflect the official positions of the grantor or grantee agencies.

CG 014990

U S DEPARTMENT OF HEALTH, EDUCATION & WELFARE
NATIONAL INSTITUTE OF EDUCATION

THIS DOCUMENT HAS BEEN REPRODUCED EXACTLY AS RECEIVED FROM THE PERSON OR ORGANIZATION ORIGINATING IT. POINTS OF VIEW OR OPINIONS STATED DO NOT NECESSARILY REPRESENT OFFICIAL NATIONAL INSTITUTE OF EDUCATION POSITION OR POLICY

"PERMISSION TO REPRODUCE THIS MATERIAL HAS BEEN GRANTED BY

Gerald R. Gioglio

TO THE EDUCATIONAL RESOURCES INFORMATION CENTER (ERIC)"

I. Introduction

Approximately one million American children suffer from some form of abuse or neglect annually. More than 200,000 suffer physical attacks, while 800,000 are victims of neglect.[1] As caseloads and reports of child abuse and neglect increase, social service agencies have had to develop new and varied approaches to effectively service troubled families. Increasingly, these agencies have looked to the volunteer and the paid paraprofessional in an effort to maintain needed services and to stretch limited dollars.

The paraprofessional is often referred to as a "lay therapist," "home visitor" or "parent aide." All have in common the notion of servicing families in distress, using a team approach which would include, at least, the caseworker and the paraprofessional aide. Other team members often include consultants such as psychiatrists or pediatricians.[2] Paraprofessionals provide in-home services and often become "special friends" to members of the family; they provide on-going support and direction, act as role models for both parents and children, and try to develop a relationship of empathy and trust while attempting to alleviate some of the pressures which may lead to abuse and neglect. Paraprofessionals have become a valuable asset to child welfare practice, and have afforded agencies the opportunity to effectively service families in an on-going, non-bureaucratic fashion.[3]

The utilization of older persons as paraprofessionals is not a new idea, and studies have demonstrated that the elderly will become involved in social service work if volunteer or employment opportunities are made

available.[4] ACTION, for example, coordinates the Foster Grandparent Program, the Retired Senior Volunteer Program (RSVP) and the Senior Companion Program. Each program trys to keep older persons engaged in mainstream society by providing them with meaningful activity in the service of others. The Foster Grandparent Program, which places seniors in institutions serving mentally retarded children, is the only volunteer program which provides any financial remuneration, currently a stipend of $2.00 per hour. In Pittsburgh, ACTION has also instituted a "Foster Grandparents Home Visitors" program similar in nature to the New Jersey Division of Youth and Family Services' (DYFS) project described herein.[5]

By utilizing older persons, social service agencies extend the range of populations served beyond that of the immediate caseload. That is, these projects begin to attack the problems of poverty, isolation and role loss confronted by older persons. The act of placing the needy old in the service of the needy young thus becomes one way to address problems confronted by both groups while also providing additional peoplepower for social service agencies.

One project which utilizes this technique is the DYFS Foster Grandparent Program. Here, 33 older persons were hired through Title V of the Older Americans Act and through the U.S. Department of Labor's Green Thumb Program, to work in several of the Division's district offices. It should be noted that although similarly named, the DYFS program is not to be confused with ACTION's Foster Grandparent Program. Although DYFS works closely with state administrators of ACTION's Foster Grandparent

Program, our project is not part of this program, nor do our Grandparents receive a stipend from ACTION. DYFS Foster Grandparents are workers, not volunteers, and receive minimum wage and various benefits from the Federal Older Worker Programs mentioned above.

Research Strategy and Design

As originally conceived, this study was to evaluate the social, physical and emotional effects of this program on the older paraprofessionals, the client families and the professional staff. Plans included testing the differences between a variety of experimental and non-participating control groups i.e., participating older persons and caseworkers compared to related control groups. Attitudes on aging, and the freedom and discipline of children were to be collected to compliment a general overview of the actual functioning of the program. The original plans also called for an 18-month effort with repeated measures on various key variables. Unfortunately, due to start-up problems, much of the original research design had to be scrapped, including the use of control groups. Doing this made it impossible to generalize or to make inferences about the findings. Plans to predict or make assumptions about what might be expected to occur in the general population gave way to a descriptive analysis of the demonstration effort. Thus, it must be emphasized that the statistics reported here are specific to those older persons and families involved in the program.

All respondents were interviewed by project staff between October 1978 and November 1979. Since different district offices became operational at different times and a six-month pre-post test experimental period was

established, pre-test interviewing closed in April 1979. The older respondents were asked to respond to a series of Likert or Semantic Differential scales which assessed their attitudes toward aging, morale, job-role satisfaction and the freedom and discipline of children.[6] The caseworkers, however, were only administered the attitude toward aging scale. In addition, all respondents were asked about potential and actual problems; i.e., how they expected the program to operate, their likes, dislikes and suggestions for improvements.

Finally, "Case Assessments" and "Case Review/Termination" forms were developed to assess the impact of the program on each client served by a DYFS Foster Grandparent (FGP). Filled out by the caseworkers, these forms:

- gathered basic information about the clients;
- identified problem areas in the family;
- listed goals which the worker hoped to achieve as a result of the FGP's presence;
- described the client's reaction to the involvement of the older paraprofessional; and
- documented the overall seriousness of the abuse and neglect situation.

A total of thirty-three DYFS Foster Grandparents participated in this project, serving 97 clients during the 15-month evaluation period. The information about those clients served and data from the matched pre and post-test responses of 22 Foster Grandparents are presented below.

II. The Interaction of the Foster Grandparents with DYFS Client Families

A synopsis of socio-economic characteristics of those persons served by DYFS Foster Grandparents reads like a casualty list of a people under seige. These citizens are "casualties" in the sense that their marginal

position in society is undermined even further by the inability of our economy to adequately house or employ them. The concrete reality of their lives centers around poverty, unemployment and deteriorated housing. All too often, the pressures created by these socio-economic factors leads to abuse or neglect of children.[7]

Briefly, of the 97 families served, 68 lived in housing conditions classified as fair or poor; 69 were on public assistance; only 19 had any employment income; 65 were single parent families; 60 of those were headed by females and 57 of them were not employed. Finally, 80 families lived in urban areas, 61 of those lived in the inner city.

As originally conceived, the Foster Grandparents were to handle a caseload of two families at a time. It was envisioned that each family would be visited by their FGP at least twice per week. Data on average weekly visits were collected and indeed, on a whole, a mean of just over two visits per week was obtained. Some FGPs were, however, assigned to only one client and visited them 4-5 times per week. Twenty-six of the thirty-three Grandparents said that they were completely accepted by the families they visited. In addition, twenty-four of them said they got along "very well" with the children in the families, an indication that client-Grandparent match-ups were effectively made. This was the case even though there was no formal, elaborate screening or matching process employed for this project. Rather, the overriding concern was one of trying to guarantee that all parties felt comfortable with the arrangement before the Grandparent began working with a family. Clients were initially approached by the caseworker concerning the possibility of working with an FGP. In addition,

the Grandparents were introduced to the clients prior to being assigned to the case. All concerned had to agree to the placement. This ad hoc, informal matching procedure adopted for the program was very effective, as is underscored by the fact that only seven clients were identified as being unreceptive to the involvement of the assigned Foster Grandparent; in addition, on only six occasions did the older workers ask to be removed from a case.

The most frequently mentioned client problems which FGPs were asked to address centered around neglect situations, especially the need for support and/or improving parenting skills. Based on caseworker ratings of the "overall seriousness of the abuse or neglect situation," it was detemined that during this demonstration effort, there was a tendency to place the Foster Grandparents in moderate to less serious types of casework situations. This tendency was viewed as a practical consideration on the part of caseworkers, the thought being that the "less dysfunctional" placements were precisely the ones most amenable to intervention. Time 2 measures of the overall seriousness of the abuse and neglect situation were also gathered and compared to the scores originally generated at time 1. Note, in Figure 1, that at time 2 there was an increase in the number of cases on the left or least serious side of the scale. Concurrently, note the drop in the number of cases on the right or more serious side of the scale. This was a clear indication of perceived changes in the seriousness of the abuse and neglect situation of client families serviced by Foster Grandparents. A t-test of the differences between the mean scores showed t to be highly significant at the $p < .025$ level.

Thus, an hypothesis that the professionals would perceive a decrease in the seriousness of the abuse and neglect situation in those client families serviced by FGPs was accepted.

In terms of social work practice, this was the single most important finding of this study. Here, the concept of the needy old helping the needy young dramatically manifested itself in ways that are beyond quantification.

In terms of specific activities, the caseworkers reported that the FGPs most frequently:

- offered friendly or supportive advice;
- became a role model for the children and/or the parents; and
- transported clients to agencies, medical appointments, etc.

The Foster Grandparents also taught homemaking and child rearing skills, took the children on day trips and did advocacy work for the family. The caseworkers also stated that these paraprofessionals:

- increased their ability to monitor the family;
- helped them to provide stability in crisis situations;
- were able to spend more time with a family than the average caseworker could;
- established friendships and were perceived as less threatening than caseworkers.

The caseworkers reported that they now had the potential for helping clients in a way they never had before. The FGPs were considered an asset to the case. They eased pressure experienced by the caseworkers by absorbing a range of client demands, and by providing them with insights on the family situation which workers were usually not able to obtain. These caseworkers were also pleased with the amount of time the FGPs were able to devote to a case and the amount of information transmitted to them on a regular basis. The caseworkers also pointed to the development

of an informal, open relationship between their clients and the Foster Grandparent assigned to the home. The Foster Grandparents were viewed as a "cross between a caseworker and a street person," thereby offering clients a dimension not usually available in the traditional caseworker-client relationship. That is, the FGPs came from the community and were aware of local problems; and, they were non-threatening and informal in their approach. Caseworkers saw them as being able to deal with clients on a personal level, something which some persons who are considered professionals often cannot or believe they should not do.

III. Characteristics of the FGPs

Age, Sex, Race and Education

The age range of the DYFS Foster Grandparents was 55 to 76 years old. One-third were under age 60, 36% were age 60-64, and the remainder were 65-76 years old. Only three FGPs in this latter group were over age 70. The breakdown by sex shows eight male participants compared to 25 Foster Grandmothers. Racially, the program attracted sixteen Whites, fifteen Blacks and two Hispanics. In terms of education, three FGPs had eight years of formal education or less, nine had nine to eleven years of schooling, nineteen graduated from high school and two had "some college."

All of the respondents who came to the program were either not employed or retired. During their working years, 27 FGPs had blue collar jobs and the remainder (6) worked in white collar occupations.

Eighteen of the Grandparents owned their own home, three boarded or rented a room, and the remaining twelve rented apartments or a house.

Twenty of the FGPs lived with someone, usually their spouse. Fifteen of the Grandparents described their neighborhood as working class; an equal number said it was middle class and three described their neighborhood as poor.

FGP Characteristics and the Relationship to Client Goals Achieved

Case goals were listed by the caseworkers at the time a FGP was assigned to a client family. When the "Case Review" form was completed, the caseworker was asked to rate the degree to which these goals were accomplished. These scores were then used to test another primary hypothesis which stated that: age, race, education and former occupation of the Foster Grandparents would not have a significant relationship to the achievement of case goals.

To test these assumptions, each of these variables were crosstabulated with the variable "goals achieved." The latter variable was recoded to reflect "limited achievement (0 - some goals achieved) and "high achievement" (most-all goals achieved). As presented in Table 1, the crosstabulation of age with "goals achieved" yielded a chi square value which indicated that age had no impact on the achievement of case goals. Indeed, both the younger and older FGPs had a similar number of cases in the low as compared to the high achievement categories. It should be emphasized, however, that the older persons in our sample were, for the most part, members of the cohort which has become known as the "young-old"[8] (those below age 75). Clearly then, further research is needed on the effectiveness of paraprofessionals in the age 75+ cohort.

In terms of education, those with less than twelve years of schooling were compared to those with twelve or more years. The results are displayed in Table 2, along with the associated chi square scores. Note that both the row and column percentages were virtually identical, indicating that the educational level attained by the Foster Grandparents did not have an impact on the degree of goals achieved. This was also an important finding when one considers the general tendency of viewing higher levels of formal education as a prerequisite for understanding and correcting social ills.

This is not to say that advanced degrees and specializations are inappropriate. Rather, the suggestion is that a reasonable balance between knowledge and "common sense" practice might be desirable. Giving older persons the opportunity to utilize their knowledge in combination with those formally trained in the social work profession can be viewed as one way to balance the trend toward specialization which increasingly characterizes modern social services.

Regarding race, a crosstabulated comparison of the Foster Grandparents' race with "goals achieved" is presented as Table 3. This White/Non-White comparison showed that, as expected, there was absolutely no relationship between the race of the Foster Grandparents and the level of goals achieved.

Finally, the major lifetime occupation identified by the Foster Grandparents was crosstabulated with the "goals achieved" variable. Once again, as demonstrated in Table 4, there was absolutely no relationship between former occupation of the FGPs and the level of case goals achieved. This

was another extremely important finding, tying in directly with the previous discussions on education, race and age. In this demonstration effort, at least, these variables had no bearing on the ability of the older paraprofessionals to help clients achieve case goals. Thus, recruitment efforts which concentrate on attracting certain classes of people or paraprofessionals who are more highly education are not needed. Rather, it is suggested that agencies concentrate on finding the concerned, warm, empathetic person who is willing to learn and eager to help.

IV. Impact of the Program on the DYFS Foster Grandparents

Morale and Life Satisfaction

One major hypothesis advanced in this study was that the Foster Grandparents would perceive a positive change in their morale and satisfaction with life between the time they were pre-tested and when post-tested. Pre and post-test responses, presented in Table 5, show that there was a definite positive change in morale and life satisfaction scores among the 22 Foster Grandparents who were involved in the entire experimental process.

Job Role Satisfaction

Another hypothesis of primary importance theorized that during the course of the study, the older workers' satisfaction with their jobs would increase. The eight-item Likert scale used to measure this possible phenomenon and the pre and post-test responses are presented as Table 6. Here, job satisfaction among the Foster Grandparents did increase significantly during the demonstration period, and the original hypothesis was accepted.

Attitudes Toward Aging

It was thought that attitudes toward aging, as measured on a 13-item Semantic Differential scale, would increase in a positive direction among the Foster Grandparents. Actually, there was a slight decrease in the $\bar{x}$ score from time 1, $\bar{x}$ =70.55 to time 2, $\bar{x}$ = 69.10; the difference between these means was not significant and, the original hypothesis could not be accepted. It is suggested that this may be a function of sampling bias which manifested itself in the nature of the people who ultimately took these jobs. Quite simply, it is quite plausible that the older persons who were hired as Foster Grandparents came to the program with relatively high positive attitudes toward aging. Unfortunately, there is no control group to test this latter suggestion.

Attitudes Toward Children

It was hypothesized that given exposure to children who looked to them for support and affection, the Foster Grandparents would register an increase in positive attitudes regarding the freedom and discipline of children. However, these respondents advanced a moderate, positive perspective at both time 1 ($\bar{x}$ = 26.24) and time 2, ($\bar{x}$ = 26.14). Thus, this hypothesis also could not be accepted.

Beyond these measured changes, the FGPs reported a wide range of intrinsic and extrinsic benefits gained from participation in this project. These included satisfaction with the number of hours worked, being paid, the ability to learn new things and the working relationships at the district offices. They also enjoyed being able to help others, seeing clients improve and working with children.

One Foster Grandmother summed this up well by saying:

> "I love the clients; I like the one-to-one contact with people and the knowledge that I can help them. There's more freedom in this job than work I had in the past; it's a different working atmosphere; it's not boring."

V. Conclusion

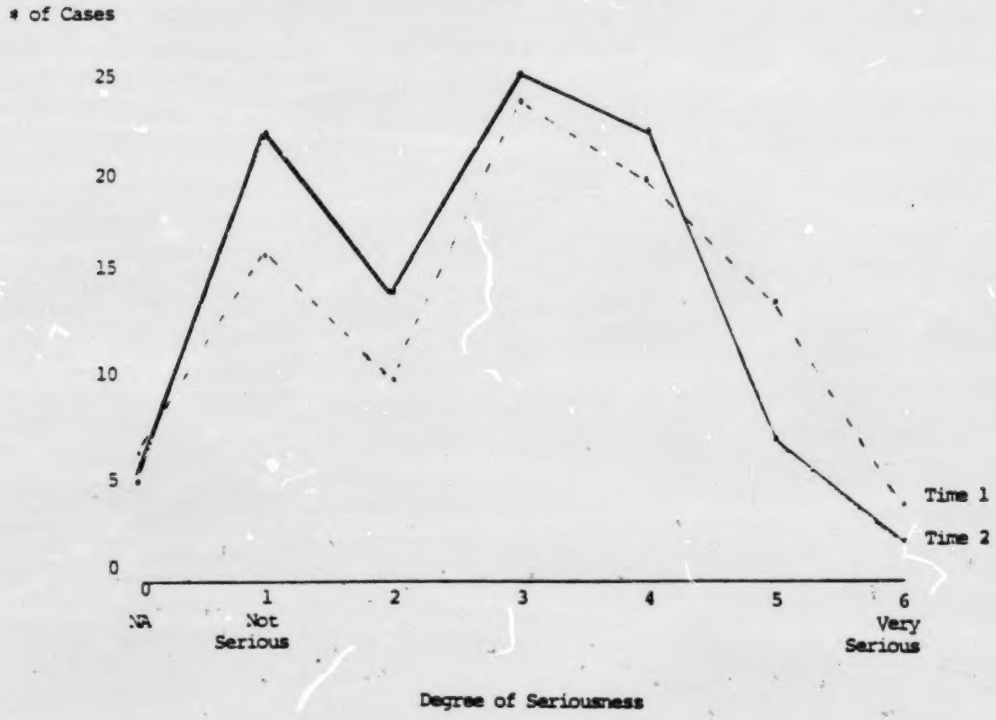
The bottom line for attempting demonstration efforts such as this is to improve the delivery of social services. This particular project, for example, has shown that the older person hired and trained as a paraprofessional can be an important casework resource. Clearly, the DYFS Foster Grandparents provided high quality services to client families, their esprit de corps was high and they established themselves as a valuable unit within the agency.

Paraprofessional services, however, are not a panacea for addressing the evils of the irrational functioning of an unjust economy. Rather, at the very least, such projects alleviate some of the pain. Here the socially-imposed burdens of aging are somewhat relieved; meaningful work is provided and a sense of purpose is restored to those who have otherwise been abandoned by a system which no longer finds them useful. Here the unfortunate young experience, some for the first time, the help and concern of an older person, a non-bureaucrat, a friend. Thus, the DYFS Foster Grandparent Program may be viewed, at least, as an extremely effective and progressive casework reform, a successful attempt to help both the young and the old. Its strength lies in this very combination, as each needy group learns from the other, and social service agencies, hopefully, learn from both.

Figure 1

Initial (time 1) Seriousness of the Abuse and Neglect Situations Compared to Seriousness at time 2

(n=97)



$\bar{X}$ time 1 = 3.03

$\bar{x}$ time 2 = 2.67

$t = 2.17$, 95 d.f., $p < .025$

Table 1

Crosstabulation of Goals Achieved
with FGP Age by Cases Served

(n=97)

Goals Achieved	Row Pct / Col Pct / Tot Pct	FGP Age 55-62	FGP Age 63-76	Row Total
0 - Some (Low Achievement)		32	30	62
		51.6	48.4	65.3
		64.0	66.7	
		33.7	31.6	
Most - All (High Achievement)		18	15	33
		54.5	45.5	34.7
		36.0	33.3	
		18.9	15.8	
	Column Total	50	45	95
		52.6	47.4	100.0

Chi Square = 0.00322 with 1 Degree of Freedom.
Significance = 0.9547 (NS)
Number of Missing Observations = 2

Table 2

Crosstabulation of Goals Achieved
with FGP Education by Cases Served

(n=97)

Goals Achieved	Row Pct / Col Pct / Tot Pct	FGP Education Below 12th	FGP Education 12th-Some College	Row Total
0 - Some (Low Achievement)		28	34	62
		45.2	54.8	65.3
		63.6	66.7	
		29.5	35.8	
Most - All (High Achievement)		16	17	33
		48.5	51.5	34.7
		36.4	33.3	
		16.8	17.9	
	Column Total	44	51	95
		46.3	53.7	100.0

Chi Square = 0.00870 with 1 Degree of Freedom.
Significance = 0.9257 (NS)
Number of Missing Observations = 2

Table 3

Crosstabulation of "Goals Achieved"
with Race of the Foster Grandparents by Cases Served

(n=97)

Goals Achieved	Row Pct / Col Pct / Tot Pct	Race: White	Race: Non-White a)	Row Total
0 - Some (Limited Achievement)		26	36	62
		41.9	58.1	65.3
		65.0	65.5	
		27.4	37.9	
Most - All (High Achievement)		14	19	33
		42.4	57.6	34.7
		35.0	34.5	
		14.7	20.0	
	Column Total	40	55	95
		42.1	57.9	100.0

Chi Square = 0. With 1 Degree of Freedom. Significance = 1.0000 (NS
a) Includes Blacks and Hispanics
Missing Observations = 2

Table 4

Crosstabulation of "Goals Achieved"
with Former Occupation of the
Foster Grandparents by Cases Served

(n=97)

Goals Achieved	Row Pct / Col Pct / Tot Pct	Wht Collar	Blue Collar	Row Total
0 - Some (Limited Achievement)		12	50	62
		19.4	80.6	65.3
		63.2	65.8	
		12.6	52.6	
Most - All (High Achievement)		7	26	33
		21.2	78.8	34.7
		36.8	34.2	
		7.4	27.4	
	Column Total	19	76	95
		20.0	80.0	100.0

Chi Square = 0. With 1 Degree of Freedom. Significance = 1.0000 (NS)
Number of Missing Observations = 2

Table 5

Pre and Post Test Responses
of DYFS Foster Grandparents to
Morale-Life Satisfaction Scale

n=22

Item		Test	St. Agree	Agree	Unsure	Dis-Agree	St. Disagree
1)	A lot of people really care about what happens to me	Pre-test	8	12	0	2	0
		Post-test	3	18	0	1	0
2)	As you get older you are less useful	Pre-test	0	4	0	17	1
		Post-test	1	2	0	4	14
3)	A person has to live for today and not worry about tommorrow	Pre-test	3	14	0	3	1
		Post-test	2	7	2	7	4
4)	I'm finding life more difficult the older I get	Pre-test	0	1	1	15	5
		Post-test	0	3	0	9	10
5)	Most days I have plenty to do	Pre-test	9	12	0	1	0
		Post-test	17	5	0	0	0
6)	I have a lot to be sad about	Pre-test	0	3	0	9	10
		Post-test	0	1	0	10	11
7)	I sometimes feel that life is not worth living	Pre-test	0	0	0	6	16
		Post-test	0	0	0	4	18

Pre-Test $\bar{x}$ = 27.53
Post-Test $\bar{x}$ = 29.63

t = -3.34, d.f., 18
P <.005

Table 6

Pre & Post Test Responses of the FGPs
to the Job-Role Satisfaction Scale

n=22*

Item		Test	St. Agree	Agree	Unsure	Dis-Agree	St. Disagree
1)	Sometimes I feel that my role here will not be (is not) very important	Pre-test	0	1	0	14	7
		Post-test	0	0	0	11	11
2)	I (will) have little opportunity to use my abilities in this organization.	Pre-test	0	1	3	12	5
		Post-test	0	2	0	14	6
3)	I wish I would have received better training for my position here.	Pre-test	1	4	3	8	6
		Post-test	1	5	0	12	4
4)	I will be (have been) very much underpaid for the work that I do here.	Pre-test	2	2	3	11	2
		Post-test	2	9	1	9	1
5)	I'm proud to work for this agency.	Pre-test	8	14	0	0	0
		Post-test	12	10	0	0	0
6)	The staff has done everything possible to make us feel unwanted.	Pre-test	0	0	0	6	16
		Post-test	0	0	0	4	17
7)	The professional staff and the FGPs work well together.	Pre-test	17	5	0	0	0
		Post-test	14	8	0	0	0
8)	I really feel part of this organization.	Pre-test	8	13	0	1	0
		Post-test	14	7	0	1	0

Pre-Test $\bar{x}$ = 32.10
Post-Test $\bar{x}$ = 33.67

---

*Rows that do not total to 22 indicate missing data.

t = -2.64, d.f., 20

P < .01

Footnotes

1. US Department of Health, Education and Welfare, National Center on Child Abuse and Neglect, Reaching Out: The Volunteer in Child Abuse and Neglect Programs (DHEW Publication #OHDS 79-30174, Washington, DC, 1979), p. 1.

2. Geoffrey B. Barnes, Robert Chabon and Leonard Hertzberg "Team Treatment for Abusive Families," Social Casework 600-611 (December, 1974).

3. Nancy A. Carrol and John Reich "Issues in the Implementation of the Parent Aide Concept," Social Casework 152-160 (March, 1978); US Department of Health, Education and Welfare, National Center on Child Abuse and Neglect, Volunteers in Child Abuse and Neglect Programs (DHEW Publication#(OHDS)78-30151, Washington, DC, August, 1978); Carla D. Giffold, Felisa B. Kaplan, Marsha K. Salus ParentAides in Child Abuse and Neglect Programs (Department of Health, Education and Welfare, National Center on Child Abuse and Neglect, Publication #(OHDS) 79-30200, 1979).

4. Louis Harris and Associates, The Myth and Reality of Aging in America, (National Council on Aging, Inc., 1975), pp. 94-95; George Dannenberg, Gerald Gioglio and Elisabeth Fuccello, Final Report: The Utilization of the Elderly in Child Welfare Services (Division of Youth and Family Services, Trenton, NJ, November 1978).

5. Shirley D. Arch, "Older Adults as Home Visitors: Modeling Parenting for Troubled Families," Child Welfare 9:601-605 (1978).

6. The scales used to measure morale, attitudes toward children and job-role satisfaction were modified and constructed by staff from a variety of scales reprinted in Marvin E. Shaw and Jack M. Wright, Scales for the Measurement of Attitudes, (New York, McGraw Hill, 1967).

7. For an expansion of this latter concept, see: Leroy H. Pelton "Child Abuse and Neglect: The Myth of Classlessness" American Journal of Orthopsychiatry, 1978, 48, 608-617.

8. Bernice L. Neugarten "Age Groups in American Society and the Rise of the Young Old," Annals of the American Academy of Political Social Science, 415, pp. 187-198.